



DIVERSITY, EQUITY,
INCLUSION, & BELONGING

EMPLOYEE RESOURCE GROUP (ERG)

Testimonial

Camille Pitts, Outpatient Community Liaison in our Portland, Oregon market, shares her thoughts on her recent participation in an employee resource group.

"I first heard of the **Allies Against Racism ERG** in our monthly call just a few months after starting with **Infinity Rehab**. In my head, I painted a picture of a Zoom call with people complaining or getting reprimanded for some reason and made the excuse that I probably didn't have time to attend. When I heard it mentioned again, it was explained as a grassroots group with the intention to create more community at work and learn about something we all have a vested interest in. I thought to myself, *"I should probably make an effort to not isolate myself at work, this is definitely a topic I need to invest more time learning about, and at the very least, I can commit myself to a few sessions and if I really don't connect, I'll try something different."* Typing this out really makes me think about how this conversation I had with myself is almost identical to the conversation I have with some patients as they begin therapy. I took the leap and enrolled myself.

I attended my first ERG meeting where my eyes were opened to the potential the group had. Byrony and Mara offer the **Circle Way** approach that created a safe place to be vulnerable, ask for and offer help, and allow for meaningful conversations to be had.

I was able to hear stories from co-workers from all over the country. I learned how racism takes different forms in different regions and what we would do collectively to combat that.

I quickly realized that I was not the only one fumbling through our words, trying not to say the wrong thing. Beside myself I realized, it's not about me. It's important to practice in these meetings so when I need this information the most, I can apply it to my life.

Meetings were spread out with enough room so that it did not feel as though I was over committing myself and very high-quality materials were provided that reminded me of some of my favorite college classes that used Ted talks, videos, research reports, book entries, etc.

Overall, none of my initial assumptions I made were true. Instead, the group was more amazing that I could have ever imagined. I am very grateful for the memories we made together and look forward to the next ERG."



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Outpatient Community Liaison

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